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Next Review Date: 2003

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AL INTELLIGENCE GROUP  
INTELLIGENCE REPORT

**COUNTRY** Germany/Russian Zone

**SUBJECT** Labor-Management Agreements in Saxony-Anhalt

ORIGIN	[REDACTED]	25X1X
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DATE:

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DIST. 28 February 1947

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**SUPPLEMENT**

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### EVALUATION OF CONTENT

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1. [REDACTED] according to a ruling of the SMA, the management of every firm in Saxony/Anhalt which retains any degree of private ownership must negotiate with the work's council of the firm an agreement "similar" to the one presented below.

Labor-Management Agreement

2. "The following agreement is concluded between the Management of Firm . . . . and the Work's Council:
- a) The Work's Council is guaranteed full power of decision (Mitbestimmungsrecht) in all managerial and economic questions.
  - b) In dealings with customers concerning important decisions about production a member of the Work's Council will be consulted.
  - c) The Work's Council is authorized to inspect the incoming and outgoing mail in order to be informed constantly about business activities.
  - d) The Work's Council will participate in any decisions concerning processes of production from the raw material to the finished product.
  - e) The Management declares itself ready to give information about all business activities, when necessary, with the requisite documentation.
  - f) The Work's Council is authorized to inspect the books at any time. A financial account will, upon request, be presented and explained to the Work's Council, at the latest, three months after the end of the fiscal year.

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g) Appointments and dismissals will occur only with the approval of the Work's Council. In cases of disagreement the labor union will decide; as a last resort the labor court's decision will be final.

h) Promotions in the firm and advancement to foreman and Master are also subject to the approval of the Work's Council.

i) The Work's Council agrees to cooperate closely with the Management and to overcome difficult situations with the help of the entire personnel.

j) A percentage of the net profit, as determined with the Management at the end of the year, will be paid to the welfare fund of the firm.

The Labor-Management Agreement goes into force on 1 ..... 1946.

.....  
The Management

.....  
The Work's Council"

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